

ABSTRACT

POSITION SPECIFICATION REQUIREMENTS RELATED TO EMPLOYEE PRODUCTIVITY AT PT SEMEN BATURAJA (PERSERO) PABRIK PANJANG BANDAR LAMPUNG

By

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The success of a company depends on the people therein. However perfect the technology and economic aspects, without human aspects would be difficult organizational objectives can be achieved. Companies that wish to obtain employment in accordance with the requirements, first define the requirements of the position specification. Specifications of office is one of Human Resource Management policies pursued by the company in order to place employees in accordance with the capability and capacity to carry out the work and occupying a certain position. With the specification of good office it is expected that employees will be able to work productively or have a job effectiveness, it is meant to enable companies to obtain the right of employees both quality and quantity to achieve the goal.

Problems faced Semen Baturaja (Persero) Pabrik Panjang Bandar Lampung is not yet unrealized level of sales achievement, result from a lack of human resources both as a follow-up of the system requirements specification has not been well established by the company's office. The problem in this paper is "Are the requirements of the position specification has a close relationship with labor productivity PT Semen Baturaja (Persero) Pabrik Panjang Bandar Lampung". The purpose of writing is to know the relationship between job specification requirements with employees' productivity PT Semen Baturaja (Persero) Pabrik Panjang Bandar Lampung.

The hypothesis is job specification requirements related to employee productivity PT Semen Baturaja (Persero) Pabrik Panjang Bandar Lampung.

Results of analysis using the correlation coefficient approach product moment can be concluded that there is a strong relationship between the requirements of the position specification with labor productivity PT Semen Baturaja (Persero) Pabrik Panjang Bandar Lampung. This can be seen from the calculation that the correlation coefficient r_{xy} count

amounted to 0.6277, when viewed by category correlation coefficient it can be concluded that the requirements of the position specification has a strong relationship with employee productivity PT Semen Baturaja (Persero) Pabrik Panjang Bandar Lampung.

Companies in merekrutmen employees should establish clear requirements for education specifications in accordance with the needs of the company, where the positions in the company will be occupied by people who are competent in their field so that employees will get really fit with the needs of companies that will ultimately increase company productivity.

Keywords: Relationships, Job Specification, Labor Productivity